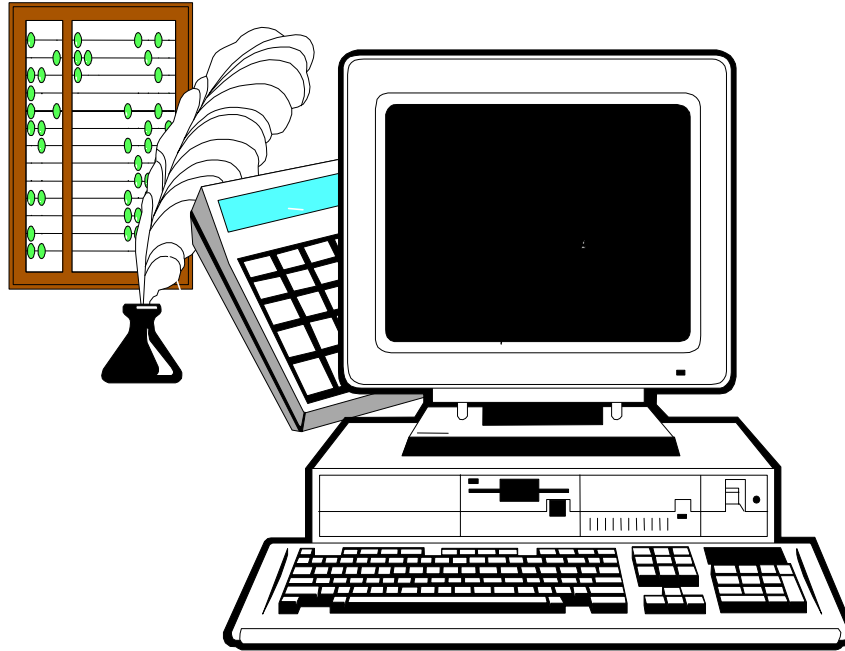


ANNUAL STATISTICAL REPORT 2002-2003

Revised 11/5/03



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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BOISE, IDAHO

ANNUAL
STATISTICAL REPORT
IDAHO SCHOOL DISTRICTS
2002 – 2003

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INTRODUCTION

PURPOSE

This statistical report is designed to provide citizens who impact public education in Idaho elected officials, professional educators and the general public with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION

This report is based on personnel information submitted by each school district in the fall of 2002. Salary information for both certified and non-certified staff was supplied for the 2002-2003 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP

In many places in this publication, statistics are reported for school district groups according to size of student membership. District membership is defined as the total student enrollment less the total student withdrawal as of the first Friday of November. The five membership groups are: Districts with 5,000 or more students; districts with 2,500 – 4,999 students; districts with 1,000 – 2,499 students; districts with 500 – 999 students; and districts with 1 – 499 students. See pages 2 and 3 of this report for a list of school districts within each group.

CLASSIFICATION OF PERSONNEL

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees reported as performing more than one activity have been allocated according to their FTE in each activity.

Non-Certified employees reported in more than one activity have been allocated by their FTE in each job classification. Non-Certified employees FTE calculations are based on a 2,080-hour work year.

Employees who have been reported in both certified and non-certified activities have been counted by their FTE as a certified employee and as a non-certified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a school bus driver in the non-certified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 18 basic classifications. These classifications and in some cases, definitions of the classifications, are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director – Administrator of a district-wide educational program
4. Supervisor/Coordinator – Educator with responsibility for teachers or courses in a specified subject or service area
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher – Certified teacher who works with students in grades K-6
9. Secondary Teacher – Certified teacher who works with students in grades 7-12
10. Education Media Generalist – Category includes Librarians
11. Counselor
12. Psychological Examiner
13. School Psychologist
14. Speech/Language Pathologist
15. Audiologist
16. School Social Worker
17. School Nurse
18. Occupational/Physical Therapist

For clarity of tabular presentation, these eighteen job classifications are consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendent
Assistant Superintendent
Director
Supervisor/Coordinator

2. School Administration

Elementary Principal
Secondary Principal
Assistant Principal

3. Student Services

Education Media Generalist
Counselor
Psychological Examiner
School Psychologist
Speech/Language Pathologist
Audiologist
School Social Worker
School Nurse
Occupational/Physical Therapist

4. Instructional Services

Elementary Teacher
Secondary Teacher

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS 2002-2003

The following table shows the five (5) membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent (FTE) teachers and the student/teacher ratio is shown.

The ratios are computed on the basis of the November 1st student membership (i.e. enrollment minus withdrawals) divided by the number of full-time equivalent (FTE) teachers (i.e. the percentage of full-time worked by each employee). The FTE count includes special education teachers. Charter School data has been combined with the district data.

RANK	DISTRICT NUMBER	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/ TEACHER RATIO
(a)	(b)	(c)	(d)	(e)	(f)

DISTRICTS WITH 5,000 OR MORE STUDENTS					
1	001	BOISE	26,266	1,490.96	17.62
2	002	MERIDIAN	26,113	1,312.22	19.90
3	131	NAMPA	12,715	674.83	18.84
4	025	POCATELLO	11,949	621.58	19.22
5	091	IDAHO FALLS	10,514	537.14	19.57
6	271	COEUR D'ALENE	9,499	506.43	18.76
7	093	BONNEVILLE	7,650	388.51	19.69
8	411	TWIN FALLS	7,033	374.62	18.77
9	132	CALDWELL	5,885	320.30	18.37
10	340	LEWISTON	5,089	287.12	17.72
TOTAL (10 DISTRICTS)			122,713	6,513.71	18.84

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
11	151	CASSIA COUNTY	4,996	282.78	17.67
12	273	POST FALLS	4,841	236.92	20.43
13	193	MOUNTAIN HOME	4,487	252.26	17.79
14	331	MINIDOKA COUNTY	4,338	242.20	17.91
15	272	LAKELAND	4,146	219.32	18.90
16	055	BLACKFOOT	4,139	227.16	18.22
17	084	LAKE PEND OREILLE	4,129	241.12	17.12
18	321	MADISON	4,112	208.89	19.69
19	139	VALLIVUE SCHOOL	4,090	219.61	18.62
20	251	JEFFERSON COUNTY	3,971	201.15	19.74
21	003	KUNA	3,321	166.72	19.92
22	061	BLAINE COUNTY	3,103	226.94	13.67
23	261	JEROME	3,028	175.68	17.24
24	221	EMMETT	2,928	156.46	18.71
25	281	MOSCOW	2,575	169.23	15.22
TOTAL (15 DISTRICTS)			58,204	3,226.44	18.04

DISTRICTS WITH 1,000 - 2,499 STUDENTS					
26	201	PRESTON	2,449	118.11	20.73
27	215	FREMONT COUNTY	2,369	138.58	17.09
28	134	MIDDLETON	2,368	119.65	19.79
29	052	SNAKE RIVER	2,079	105.89	19.63
30	060	SHELLEY	1,990	99.04	20.09
31	371	PAYETTE	1,883	103.21	18.24
32	101	BOUNDARY COUNTY	1,648	96.05	17.16
33	381	AMERICAN FALLS	1,640	92.86	17.66
34	431	WEISER	1,631	90.92	17.94
35	083	WEST BONNER COUNTY	1,533	89.01	17.22
36	373	FRUITLAND	1,524	81.08	18.80
37	241	GRANGEVILLE	1,520	100.05	15.19
38	111	BUTTE COUNTY	1,510	48.33	31.24
39	021	MARSH VALLEY	1,421	90.75	15.66
40	033	BEAR LAKE COUNTY	1,419	83.30	17.03
41	171	OROFINO	1,414	88.55	15.97
42	391	KELLOGG	1,386	84.11	16.48
43	401	TETON COUNTY	1,374	75.00	18.32
44	412	BUHL	1,345	85.50	15.73
45	413	FILER	1,327	76.21	17.41
46	322	SUGAR-SALEM	1,288	72.90	17.67
47	414	KIMBERLY	1,285	71.84	17.89
48	370	HOMEDALE	1,260	76.86	16.39
49	231	GOODING	1,254	73.28	17.11
50	041	ST MARIES	1,139	68.15	16.71
51	291	SALMON	1,112	65.38	17.01
52	232	WENDELL	1,043	63.63	16.39
53	137	PARMA	1,034	60.95	16.96
54	150	SODA SPRINGS	1,028	56.68	18.14
TOTAL (29 DISTRICTS)			44,273	2,475.87	17.88

* District 193's Student/Teacher Ratio without the Idaho Virtual High School is 17.62

** District 111's Student/Teacher Ratio without the Idaho Virtual Academy is 15.76

RANK	DISTRICT NUMBER	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/ TEACHER RATIO
(a)	(b)	(c)	(d)	(e)	(f)

DISTRICTS WITH 500 - 999 STUDENTS					
55	372	NEW PLYMOUTH	986	54.83	17.98
56	421	MC CALL-DONNELLY	985	59.73	16.49
57	059	FIRTH	941	50.92	18.48
58	351	ONEIDA COUNTY	919	55.72	16.49
59	058	ABERDEEN	907	58.15	15.60
60	363	MARSING	765	47.85	15.99
61	252	RIRIE	702	41.85	16.77
62	136	MELBA	690	43.28	15.94
63	253	WEST JEFFERSON	680	42.58	15.97
64	262	VALLEY	629	41.00	15.34
65	192	GLENNS FERRY	610	41.15	14.82
66	393	WALLACE	599	43.08	13.90
67	202	WEST SIDE	577	34.76	16.60
68	304	KAMIAH	553	36.31	15.23
69	285	POTLATCH	550	37.98	14.48
70	133	WILDER	546	38.50	14.18
71	312	SHOSHONE	526	33.50	15.70
72	148	GRACE	522	34.87	14.97
73	181	CHALLIS	520	38.49	13.51
74	341	LAPWAI	519	41.56	12.49
75	044	PLUMMER-WORLEY	516	41.20	12.52
76	365	BRUNEAU-GRAND VIEW	504	33.13	15.21
TOTAL (22 DISTRICTS)			14,746	950.44	15.51

DISTRICTS WITH 1 - 499 STUDENTS					
77	242	COTTONWOOD	481	33.20	14.49
78	072	BASIN	472	29.50	16.00
79	233	HAGERMAN	413	28.34	14.57
80	415	HANSEN	374	27.94	13.39
81	422	CASCADE	369	27.26	13.54
82	417	CASTLEFORD	355	23.00	15.43
83	013	COUNCIL	342	25.63	13.34
84	283	KENDRICK	339	23.94	14.16
85	135	NOTUS	333	25.67	12.97
86	282	GENESEE	326	23.79	13.70
87	287	TROY	308	24.50	12.57
88	073	HORSESHOE BEND	307	23.17	13.25
89	071	GARDEN VALLEY	304	23.20	13.10
90	288	WHITEPINE	280	23.39	11.97
91	274	KOOTENAI	279	22.34	12.49
92	182	MACKAY	246	20.25	12.15
93	305	HIGHLAND	245	17.70	13.84
94	418	MURTAUGH	229	17.76	12.89
95	161	CLARK COUNTY	220	18.49	11.90
96	342	CULDESAC	207	16.68	12.41
97	316	RICHFIELD	204	17.86	11.42
98	314	DIETRICH	194	15.13	12.82
99	302	NEZPERCE	186	18.41	10.10
100	149	NORTH GEM	184	18.03	10.21
101	011	MEADOWS VALLEY	180	16.43	10.96
102	234	BLISS	180	16.51	10.90
103	432	CAMBRIDGE	179	15.64	11.45
104	121	CAMAS COUNTY	158	15.04	10.51
105	382	ROCKLAND	147	16.78	8.76
106	392	MULLAN	145	16.26	8.92
107	433	MIDVALE	134	14.07	9.52
108	292	SOUTH LEMHI	130	16.00	8.13
109	092	SWAN VALLEY	58	4.98	11.65
110	394	AVERY	29	3.80	7.63
111	364	PLEASANT VALLEY	19	1.00	19.00
112	383	ARBON	10	2.00	5.00
113	416	THREE CREEK	8	1.00	8.00
114	191	PRAIRIE	5	1.00	5.00
TOTAL (38 DISTRICTS)			8,579	685.69	12.51

114 DISTRICTS	STATEWIDE TOTALS	248,515	13,852.15	17.94
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CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

2002-2003

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
CLASSIFICATIONS (18)						
SUPERINTENDENT	99.30	86.80	12.50	87.41%	12.59%	0.61%
ASSISTANT SUPERINTENDENT	21.69	15.69	6.00	72.34%	27.66%	0.13%
DIRECTOR	151.50	77.20	74.30	50.96%	49.04%	0.93%
SUPERVISOR/COORDINATOR	120.47	50.51	69.96	41.93%	58.07%	0.74%
PRINCIPAL-ELEMENTARY	293.54	169.13	124.41	57.62%	42.38%	1.81%
PRINCIPAL-SECONDARY	224.72	175.14	49.58	77.94%	22.06%	1.38%
ASSISTANT PRINCIPAL	200.45	129.55	70.90	64.63%	35.37%	1.23%
TEACHER-ELEMENTARY	7,085.56	806.76	6,278.80	11.39%	88.61%	43.59%
TEACHER-SECONDARY	6,766.59	3,109.53	3,657.06	45.95%	54.05%	41.62%
EDUCATION MEDIA GENERALIST	175.20	29.86	145.34	17.04%	82.96%	1.08%
COUNSELOR	588.49	175.45	413.04	29.81%	70.19%	3.62%
PSYCHOLOGICAL EXAMINER	5.69	0.69	5.00	12.13%	87.87%	0.04%
SCHOOL PSYCHOLOGIST	134.66	55.93	78.73	41.53%	58.47%	0.83%
SPEECH/LANGUAGE PATHOLOGIST	199.82	9.05	190.77	4.53%	95.47%	1.23%
AUDIOLOGIST	6.20	2.50	3.70	40.32%	59.68%	0.04%
SCHOOL SOCIAL WORKER	55.14	23.00	32.14	41.71%	58.29%	0.34%
SCHOOL NURSE	100.70	1.00	99.70	0.99%	99.01%	0.62%
OCCUPATIONAL/PHYSICAL THERAPIST	27.04	4.00	23.04	14.79%	85.21%	0.17%
TOTAL	16,256.76	4,921.79	11,334.97	30.28%	69.72%	100.00%

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	392.96	230.20	162.76	58.58%	41.42%	2.42%
SCHOOL ADMINISTRATION	718.71	473.82	244.89	65.93%	34.07%	4.42%
STUDENT SERVICES	1,292.94	301.48	991.46	23.32%	76.68%	7.95%
INSTRUCTIONAL SERVICES	13,852.15	3,916.29	9,935.86	28.27%	71.73%	85.21%
TOTAL	16,256.76	4,921.79	11,334.97	30.28%	69.72%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

18 CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

2002-2003

ACTIVITY	STATEWIDE TOTALS (114 DISTRICTS)		DISTRICTS WITH 5,000 OR MORE STUDENTS (10 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (15 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (18)						
SUPERINTENDENT	99.30	0.61%	10.00	0.13%	15.00	0.40%
ASSISTANT SUPERINTENDENT	21.69	0.13%	9.00	0.12%	11.49	0.31%
DIRECTOR	151.50	0.93%	49.51	0.65%	41.44	1.10%
SUPERVISOR/COORDINATOR	120.47	0.74%	74.43	0.97%	20.26	0.54%
PRINCIPAL-ELEMENTARY	293.54	1.81%	137.25	1.79%	69.75	1.86%
PRINCIPAL-SECONDARY	224.72	1.38%	65.41	0.85%	48.00	1.28%
ASSISTANT PRINCIPAL	200.45	1.23%	134.00	1.75%	44.97	1.20%
TEACHER-ELEMENTARY	7,085.56	43.59%	3,442.14	44.92%	1,649.58	43.91%
TEACHER-SECONDARY	6,766.59	41.62%	3,071.57	40.09%	1,576.86	41.97%
EDUCATION MEDIA GENERALIST	175.20	1.08%	58.68	0.77%	38.71	1.03%
COUNSELOR	588.49	3.62%	295.94	3.86%	128.12	3.41%
PSYCHOLOGICAL EXAMINER	5.69	0.04%	4.00	0.05%	0.00	0.00%
SCHOOL PSYCHOLOGIST	134.66	0.83%	72.67	0.95%	33.67	0.90%
SPEECH/LANGUAGE PATHOLOGIST	199.82	1.23%	105.96	1.38%	47.02	1.25%
AUDIOLOGIST	6.20	0.04%	5.90	0.08%	0.20	0.01%
SCHOOL SOCIAL WORKER	55.14	0.34%	35.00	0.46%	11.00	0.29%
SCHOOL NURSE	100.70	0.62%	75.03	0.98%	12.40	0.33%
OCCUPATIONAL/PHYSICAL THERAPIST	27.04	0.17%	16.08	0.21%	8.68	0.23%
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	392.96	2.42%	142.94	1.87%	88.19	2.35%
SCHOOL ADMINISTRATION	718.71	4.42%	336.66	4.39%	162.72	4.33%
STUDENT SERVICES	1,292.94	7.95%	669.26	8.73%	279.80	7.45%
INSTRUCTIONAL SERVICES	13,852.15	85.21%	6,513.71	85.01%	3,226.44	85.87%
TOTAL	16,256.76	100.00%	7,662.57	100.00%	3,757.15	100.00%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (29 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (22 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (38 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (18)						
SUPERINTENDENT	28.49	0.98%	20.44	1.81%	25.37	3.13%
ASSISTANT SUPERINTENDENT	1.00	0.03%	0.20	0.02%	0.00	0.00%
DIRECTOR	36.35	1.26%	15.32	1.36%	8.88	1.10%
SUPERVISOR/COORDINATOR	13.98	0.48%	7.65	0.68%	4.15	0.52%
PRINCIPAL-ELEMENTARY	51.83	1.79%	22.85	2.03%	11.86	1.47%
PRINCIPAL-SECONDARY	59.16	2.04%	29.90	2.65%	22.25	2.75%
ASSISTANT PRINCIPAL	19.35	0.67%	1.65	0.15%	0.48	0.06%
TEACHER-ELEMENTARY	1,227.06	42.32%	456.73	40.54%	310.05	38.25%
TEACHER-SECONDARY	1,248.81	43.06%	493.71	43.83%	375.64	46.33%
EDUCATION MEDIA GENERALIST	45.27	1.56%	19.23	1.70%	13.31	1.64%
COUNSELOR	101.81	3.51%	38.13	3.38%	24.49	3.02%
PSYCHOLOGICAL EXAMINER	1.50	0.05%	0.00	0.00%	0.19	0.02%
SCHOOL PSYCHOLOGIST	19.95	0.69%	4.16	0.37%	4.21	0.52%
SPEECH/LANGUAGE PATHOLOGIST	29.85	1.03%	9.34	0.83%	7.65	0.95%
AUDIOLOGIST	0.10	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	6.50	0.22%	1.50	0.13%	1.14	0.14%
SCHOOL NURSE	7.61	0.26%	4.65	0.42%	1.01	0.12%
OCCUPATIONAL/PHYSICAL THERAPIST	1.28	0.04%	1.00	0.09%	0.00	0.00%
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	79.82	2.75%	43.61	3.87%	38.40	4.74%
SCHOOL ADMINISTRATION	130.34	4.49%	54.40	4.83%	34.59	4.27%
STUDENT SERVICES	213.87	7.38%	78.01	6.93%	52.00	6.41%
INSTRUCTIONAL SERVICES	2,475.87	85.38%	950.44	84.37%	685.69	84.58%
TOTAL	2,899.90	100.00%	1,126.46	100.00%	810.68	100.00%

CERTIFIED STAFF SALARIES

***** STATEWIDE SUMMARY *****

2002-2003

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (18)				
SUPERINTENDENT	111	99.30	\$8,101,888	\$81,590
ASSISTANT SUPERINTENDENT	23	21.69	1,874,072	86,403
DIRECTOR	219	151.50	9,465,506	62,479
SUPERVISOR/COORDINATOR	155	120.47	7,319,432	60,757
PRINCIPAL-ELEMENTARY	321	293.54	19,177,981	65,333
PRINCIPAL-SECONDARY	250	224.72	15,130,126	67,329
ASSISTANT PRINCIPAL	213	200.45	12,366,493	61,694
TEACHER-ELEMENTARY	7,898	7,085.56	282,413,691	39,858
TEACHER-SECONDARY	7,647	6,766.59	267,722,331	39,565
EDUCATION MEDIA GENERALIST	211	175.20	7,929,969	45,262
COUNSELOR	642	588.49	26,533,524	45,087
PSYCHOLOGICAL EXAMINER	7	5.69	290,708	51,091
SCHOOL PSYCHOLOGIST	161	134.66	6,655,808	49,427
SPEECH/LANGUAGE PATHOLOGIST	232	199.82	8,679,072	43,434
AUDIOLOGIST	9	6.20	287,594	46,386
SCHOOL SOCIAL WORKER	58	55.14	2,396,049	43,454
SCHOOL NURSE	114	100.70	3,813,299	37,868
OCCUPATIONAL/PHYSICAL THERAPIST	34	27.04	1,312,105	48,525
TOTAL	18,305	16,256.76	\$681,469,648	\$41,919

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
ACTIVITY GROUPS (4)				
DISTRICT ADMINISTRATION	508	392.96	\$26,760,898	\$68,101
SCHOOL ADMINISTRATION	784	718.71	46,674,600	64,942
STUDENT SERVICES	1,468	1,117.74	49,968,159	44,705
INSTRUCTIONAL SERVICES	15,545	14,027.35	558,065,991	39,784
TOTAL	18,305	16,256.76	\$681,469,648	\$41,919

* Base salaries exclude extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

2002-2003

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$8,155,418	86.80	12.50	\$81,590	\$81,376	\$83,076	\$82,129	\$81,993	\$83,076
ASSISTANT SUPERINTENDENT	1,882,026	15.69	6.00	86,403	88,151	81,831	86,769	88,581	82,031
DIRECTOR	9,685,799	77.20	74.30	62,479	62,731	62,216	63,933	64,907	62,920
SUPERVISOR/COORDINATOR	7,467,383	50.51	69.96	60,757	63,275	58,940	61,985	64,944	59,849
PRINCIPAL-ELEMENTARY	19,494,790	169.13	124.41	65,333	64,908	65,912	66,413	66,071	66,877
PRINCIPAL-SECONDARY	15,425,952	175.14	49.58	67,329	67,482	66,789	68,645	68,972	67,490
ASSISTANT PRINCIPAL	12,497,671	129.55	70.90	61,694	62,544	60,140	62,348	63,358	60,504
TEACHER-ELEMENTARY	285,554,063	806.76	6,278.80	39,858	39,835	39,861	40,301	40,976	40,214
TEACHER-SECONDARY	280,286,993	3,109.53	3,657.06	39,565	40,136	39,080	41,422	42,894	40,170
EDUCATION MEDIA GENERALIST	8,069,219	29.86	145.34	45,262	45,759	45,160	46,057	47,401	45,781
COUNSELOR	27,074,295	175.45	413.04	45,087	46,340	44,555	46,006	48,040	45,143
PSYCHOLOGICAL EXAMINER	293,771	0.69	5.00	51,091	46,652	51,704	51,629	46,652	52,316
SCHOOL PSYCHOLOGIST	6,744,897	55.93	78.73	49,427	52,114	47,517	50,088	53,074	47,967
SPEECH/LANGUAGE PATHOLOGIST	8,773,481	9.05	190.77	43,434	50,331	43,107	43,907	51,723	43,536
AUDIOLOGIST	289,866	2.50	3.70	46,386	52,507	42,250	46,753	52,907	42,594
SCHOOL SOCIAL WORKER	2,414,222	23.00	32.14	43,454	45,172	42,224	43,783	45,750	42,376
SCHOOL NURSE	3,834,065	1.00	99.70	37,868	30,389	37,943	38,074	30,389	38,151
OCCUPATIONAL/PHYSICAL THERAPIST	1,314,212	4.00	23.04	48,525	49,378	48,376	48,603	49,825	48,390
TOTALS	\$699,258,123	4,921.79	11,334.97						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$27,190,626	230.20	162.76	\$68,101	\$71,613	\$63,133	\$69,194	\$72,971	\$63,852
SCHOOL ADMINISTRATION	47,418,413	473.82	244.89	64,942	65,213	64,418	65,977	66,402	65,156
STUDENT SERVICES	58,808,028	301.48	991.46	44,780	47,424	43,976	45,484	48,849	44,461
INSTRUCTIONAL SERVICES	565,841,056	3,916.29	9,935.86	39,715	40,074	39,573	40,849	42,499	40,198
TOTALS	\$699,258,123	4,921.79	11,334.97						

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (10 DISTRICTS)
2002-2003

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$1,070,608	7.00	3.00	\$106,955	\$107,831	\$104,910	\$107,061	\$107,983	\$104,910
ASSISTANT SUPERINTENDENT	848,296	7.00	2.00	94,255	93,811	95,810	94,255	93,811	95,810
DIRECTOR	3,667,137	24.50	25.01	72,648	69,926	75,315	74,069	72,450	75,654
SUPERVISOR/COORDINATOR	5,005,626	26.00	48.43	66,634	73,089	63,168	67,253	74,323	63,457
PRINCIPAL-ELEMENTARY	9,720,237	67.50	69.75	70,506	70,049	70,949	70,821	70,438	71,192
PRINCIPAL-SECONDARY	5,036,348	47.36	18.05	76,867	76,660	77,408	76,997	76,791	77,537
ASSISTANT PRINCIPAL	8,532,548	83.00	51.00	63,559	64,761	61,603	63,676	64,909	61,668
TEACHER-ELEMENTARY	142,771,076	347.97	3,094.17	41,139	41,115	41,141	41,477	41,918	41,428
TEACHER-SECONDARY	130,334,231	1,303.66	1,767.91	40,801	41,600	40,212	42,432	44,128	41,182
EDUCATION MEDIA GENERALIST	2,867,342	7.26	51.42	48,265	50,799	47,908	48,864	51,948	48,429
COUNSELOR	14,016,939	72.08	223.86	46,848	48,535	46,305	47,364	49,565	46,655
PSYCHOLOGICAL EXAMINER	229,423	0.00	4.00	57,356	0	57,356	57,356	0	57,356
SCHOOL PSYCHOLOGIST	3,885,292	29.16	43.51	53,079	54,463	52,152	53,465	54,712	52,629
SPEECH/LANGUAGE PATHOLOGIST	4,696,304	5.05	100.91	43,895	51,265	43,526	44,321	52,703	43,902
AUDIOLOGIST	274,623	2.50	3.40	46,161	52,507	41,495	46,546	52,907	41,869
SCHOOL SOCIAL WORKER	1,558,942	15.00	20.00	44,250	45,524	43,296	44,541	45,948	43,486
SCHOOL NURSE	2,964,277	1.00	74.03	39,388	30,389	39,509	39,508	30,389	39,631
OCCUPATIONAL/PHYSICAL THERAPIST	821,979	2.00	14.08	51,044	49,068	51,325	51,118	49,661	51,325
TOTALS	\$338,301,228	2,048.04	5,614.53						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$10,591,667	64.50	78.44	\$73,277	\$77,907	\$69,469	\$74,099	\$79,380	\$69,756
SCHOOL ADMINISTRATION	23,289,133	197.86	138.80	68,977	69,413	68,355	69,177	69,639	68,518
STUDENT SERVICES	31,315,121	134.05	535.21	46,367	49,660	45,542	46,791	50,448	45,875
INSTRUCTIONAL SERVICES	273,105,307	1,651.63	4,862.08	40,979	41,498	40,803	41,928	43,662	41,339
TOTALS	\$338,301,228	2,048.04	5,614.53						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (15 DISTRICTS)

2002-2003

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$1,402,786	14.00	1.00	\$92,392	\$92,393	\$92,372	\$93,519	\$93,601	\$92,372
ASSISTANT SUPERINTENDENT	972,745	8.49	3.00	84,118	84,166	83,983	84,660	84,899	83,983
DIRECTOR	2,633,037	23.26	18.18	62,517	64,398	60,112	63,539	65,849	60,582
SUPERVISOR/COORDINATOR	1,199,531	11.27	8.99	56,439	57,441	55,183	59,207	58,990	59,478
PRINCIPAL-ELEMENTARY	4,434,526	42.85	26.90	60,879	61,229	60,321	63,577	64,072	62,789
PRINCIPAL-SECONDARY	3,384,041	39.27	8.73	66,770	68,201	60,334	70,501	72,029	63,627
ASSISTANT PRINCIPAL	2,727,114	32.47	12.50	58,850	59,138	58,102	60,643	61,086	59,491
TEACHER-ELEMENTARY	66,139,069	200.73	1,448.85	39,595	39,663	39,586	40,094	40,787	39,999
TEACHER-SECONDARY	66,024,280	739.67	837.19	39,911	40,493	39,397	41,871	43,340	40,573
EDUCATION MEDIA GENERALIST	1,832,579	6.61	32.10	46,207	45,501	46,352	47,341	47,984	47,209
COUNSELOR	5,943,594	43.86	84.26	45,059	46,670	44,220	46,391	48,726	45,175
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	1,507,269	10.17	23.50	43,929	49,974	41,313	44,766	51,810	41,718
SPEECH/LANGUAGE PATHOLOGIST	2,093,188	2.00	45.02	43,964	49,589	43,714	44,517	50,326	44,259
AUDIOLOGIST	9,643	0.00	0.20	48,215	0	48,215	48,215	0	48,215
SCHOOL SOCIAL WORKER	554,677	7.00	4.00	49,756	46,352	55,712	50,425	47,344	55,818
SCHOOL NURSE	452,208	0.00	12.40	35,914	0	35,914	36,468	0	36,468
OCCUPATIONAL/PHYSICAL THERAPIST	400,438	1.00	7.68	46,096	55,321	44,895	46,133	55,321	44,937
TOTALS	\$161,710,725	1,182.65	2,574.50						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$6,208,099	57.02	31.17	\$69,017	\$72,840	\$62,023	\$70,395	\$74,144	\$63,536
SCHOOL ADMINISTRATION	10,545,681	114.59	48.13	62,056	63,026	59,747	64,809	65,953	62,085
STUDENT SERVICES	12,793,596	70.64	209.16	44,712	47,210	43,868	45,724	49,102	44,583
INSTRUCTIONAL SERVICES	132,163,349	940.40	2,286.04	39,750	40,316	39,517	40,963	42,795	40,209
TOTALS	\$161,710,725	1,182.65	2,574.50						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (29 DISTRICTS)

2002-2003

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$2,287,110	26.49	2.00	\$80,008	\$79,933	\$81,000	\$80,278	\$80,223	\$81,000
ASSISTANT SUPERINTENDENT	48,613	0.00	1.00	47,413	0	47,413	48,613	0	48,613
DIRECTOR	2,106,868	20.43	15.92	56,782	59,280	53,578	57,961	61,026	54,027
SUPERVISOR/COORDINATOR	683,274	6.53	7.45	46,948	48,104	45,934	48,875	51,482	46,590
PRINCIPAL-ELEMENTARY	3,175,000	37.20	14.63	60,879	61,408	59,536	61,258	61,796	59,890
PRINCIPAL-SECONDARY	3,810,658	46.83	12.33	63,754	63,990	62,857	64,413	64,812	62,898
ASSISTANT PRINCIPAL	1,110,858	12.44	6.91	55,872	57,300	53,301	57,409	59,284	54,033
TEACHER-ELEMENTARY	47,289,717	149.07	1,077.99	38,131	38,327	38,104	38,539	39,633	38,388
TEACHER-SECONDARY	49,560,896	622.90	625.91	37,737	38,169	37,306	39,686	41,025	38,354
EDUCATION MEDIA GENERALIST	1,999,831	7.66	37.61	43,670	44,194	43,563	44,176	45,024	44,003
COUNSELOR	4,425,514	29.83	71.98	42,465	43,524	42,027	43,468	45,755	42,521
PSYCHOLOGICAL EXAMINER	52,670	0.50	1.00	33,071	41,024	29,095	35,113	41,024	32,158
SCHOOL PSYCHOLOGIST	963,575	12.54	7.41	47,224	49,516	43,345	48,299	51,106	43,551
SPEECH/LANGUAGE PATHOLOGIST	1,252,538	1.00	28.85	41,584	51,012	41,257	41,961	54,868	41,514
AUDIOLOGIST	5,600	0.00	0.10	56,000	0	56,000	56,000	0	56,000
SCHOOL SOCIAL WORKER	207,730	1.00	5.50	31,861	31,635	31,902	31,958	31,635	32,017
SCHOOL NURSE	257,664	0.00	7.61	33,708	0	33,708	33,859	0	33,859
OCCUPATIONAL/PHYSICAL THERAPIST	53,256	1.00	0.28	41,138	44,056	30,714	41,606	44,656	30,714
TOTALS	\$119,291,372	975.42	1,924.48						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$5,125,865	53.45	26.37	\$63,232	\$68,150	\$53,264	\$64,218	\$69,374	\$53,767
SCHOOL ADMINISTRATION	8,096,516	96.47	33.87	61,441	62,131	59,473	62,118	62,936	59,790
STUDENT SERVICES	9,218,378	53.53	160.34	42,340	44,928	41,476	43,103	46,746	41,887
INSTRUCTIONAL SERVICES	96,850,613	771.97	1,703.90	37,932	38,200	37,811	39,118	40,756	38,375
TOTALS	\$119,291,372	975.42	1,924.48						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)

2002-2003

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$1,557,842	16.44	4.00	\$75,336	\$76,282	\$71,449	\$76,215	\$77,375	\$71,449
ASSISTANT SUPERINTENDENT	12,372	0.20	0.00	59,225	59,225	0	61,860	61,860	0
DIRECTOR	858,284	5.36	9.96	52,794	47,293	55,755	56,024	52,296	58,030
SUPERVISOR/COORDINATOR	394,108	5.28	2.37	50,145	50,122	50,195	51,517	51,618	51,292
PRINCIPAL-ELEMENTARY	1,391,266	14.30	8.55	58,853	59,248	58,192	60,887	60,817	61,005
PRINCIPAL-SECONDARY	1,854,753	23.65	6.25	60,810	61,257	59,117	62,032	62,770	59,240
ASSISTANT PRINCIPAL	101,348	1.50	0.15	58,593	58,322	61,307	61,423	61,435	61,307
TEACHER-ELEMENTARY	17,710,746	63.81	392.92	37,853	38,580	37,734	38,777	40,614	38,479
TEACHER-SECONDARY	19,643,958	243.92	249.79	37,327	38,415	36,264	39,788	41,785	37,839
EDUCATION MEDIA GENERALIST	797,644	4.95	14.28	39,964	44,163	38,509	41,479	46,686	39,674
COUNSELOR	1,692,837	18.37	19.76	42,164	44,371	40,112	44,396	47,067	41,914
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	181,577	2.60	1.56	41,838	45,850	35,150	43,648	47,961	36,460
SPEECH/LANGUAGE PATHOLOGIST	418,480	1.00	8.34	43,738	46,420	43,417	44,805	46,420	44,612
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	49,275	0.00	1.50	32,850	0	32,850	32,850	0	32,850
SCHOOL NURSE	131,565	0.00	4.65	27,494	0	27,494	28,294	0	28,294
OCCUPATIONAL/PHYSICAL THERAPIST	38,539	0.00	1.00	38,539	0	38,539	38,539	0	38,539
TOTALS	\$46,834,594	401.38	725.08						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$2,822,606	27.28	16.33	\$62,924	\$65,398	\$58,792	\$64,724	\$67,349	\$60,339
SCHOOL ADMINISTRATION	3,347,367	39.45	14.95	59,921	60,417	58,610	61,532	62,011	60,270
STUDENT SERVICES	3,309,917	26.92	51.09	40,693	44,552	38,660	42,429	47,059	39,990
INSTRUCTIONAL SERVICES	37,354,704	307.73	642.71	37,579	38,449	37,163	39,303	41,542	38,230
TOTALS	\$46,834,594	401.38	725.08						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (38 DISTRICTS)

2002-2003

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$1,837,072	22.87	2.50	\$72,021	\$71,868	\$73,420	\$72,411	\$72,301	\$73,420
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	420,473	3.65	5.23	45,622	45,804	45,494	47,351	48,522	46,533
SUPERVISOR/COORDINATOR	184,844	1.43	2.72	42,532	48,658	39,311	44,541	52,028	40,604
PRINCIPAL-ELEMENTARY	773,761	7.28	4.58	63,620	67,908	56,805	65,241	69,518	58,443
PRINCIPAL-SECONDARY	1,340,152	18.03	4.22	58,759	59,038	57,570	60,232	60,721	58,142
ASSISTANT PRINCIPAL	25,803	0.14	0.34	52,715	49,143	54,185	53,756	52,714	54,185
TEACHER-ELEMENTARY	11,643,455	45.18	264.87	36,819	37,497	36,703	37,553	39,510	37,220
TEACHER-SECONDARY	14,723,628	199.38	176.26	37,033	37,488	36,519	39,196	40,376	37,862
EDUCATION MEDIA GENERALIST	571,823	3.38	9.93	42,348	41,322	42,697	42,962	42,933	42,972
COUNSELOR	995,411	11.31	13.18	39,409	41,698	37,444	40,646	43,262	38,400
PSYCHOLOGICAL EXAMINER	11,678	0.19	0.00	61,463	61,463	0	61,463	61,463	0
SCHOOL PSYCHOLOGIST	207,184	1.46	2.75	48,294	53,598	45,479	49,212	55,188	46,040
SPEECH/LANGUAGE PATHOLOGIST	312,971	0.00	7.65	40,649	0	40,649	40,911	0	40,911
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	43,598	0.00	1.14	38,244	0	38,244	38,244	0	38,244
SCHOOL NURSE	28,351	0.00	1.01	28,070	0	28,070	28,070	0	28,070
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$33,120,204	314.30	496.38						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$2,442,389	27.95	10.45	\$62,729	\$67,277	\$50,566	\$63,604	\$68,158	\$51,422
SCHOOL ADMINISTRATION	2,139,716	25.45	9.14	60,342	61,520	57,061	61,859	63,193	58,146
STUDENT SERVICES	2,171,016	16.34	35.66	40,898	42,913	39,974	41,750	44,471	40,503
INSTRUCTIONAL SERVICES	26,367,083	244.56	441.13	36,936	37,490	36,630	38,453	40,216	37,476
TOTALS	\$33,120,204	314.30	496.38						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

2002-2003

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
5,000 OR MORE	122,713	49.38%	DISTRICT ADMINISTRATION	\$10,591,667	\$86
			SCHOOL ADMINISTRATION	23,289,133	190
			STUDENT SERVICES	31,315,121	255
			INSTRUCTIONAL SERVICES	273,105,307	2,226
			TOTAL CERTIFIED	\$338,301,228	\$2,757
2,500 - 4,999	58,204	23.42%	DISTRICT ADMINISTRATION	\$6,208,099	\$107
			SCHOOL ADMINISTRATION	10,545,681	181
			STUDENT SERVICES	12,793,596	220
			INSTRUCTIONAL SERVICES	132,163,349	2,271
			TOTAL CERTIFIED	\$161,710,725	\$2,779
1,000 - 2,499	44,273	17.82%	DISTRICT ADMINISTRATION	\$5,125,865	\$116
			SCHOOL ADMINISTRATION	8,096,516	183
			STUDENT SERVICES	9,218,378	208
			INSTRUCTIONAL SERVICES	96,850,613	2,188
			TOTAL CERTIFIED	\$119,291,372	\$2,695
500 - 999	14,746	5.93%	DISTRICT ADMINISTRATION	\$2,822,606	\$191
			SCHOOL ADMINISTRATION	3,347,367	227
			STUDENT SERVICES	3,309,917	224
			INSTRUCTIONAL SERVICES	37,354,704	2,533
			TOTAL CERTIFIED	\$46,834,594	\$3,175
1 - 499	8,579	3.45%	DISTRICT ADMINISTRATION	\$2,442,389	\$285
			SCHOOL ADMINISTRATION	2,139,716	249
			STUDENT SERVICES	2,171,016	253
			INSTRUCTIONAL SERVICES	26,367,083	3,073
			TOTAL CERTIFIED	\$33,120,204	\$3,860
STATEWIDE	248,515	100.00%	DISTRICT ADMINISTRATION	\$27,190,626	\$109
			SCHOOL ADMINISTRATION	47,418,413	191
			STUDENT SERVICES	58,808,028	237
			INSTRUCTIONAL SERVICES	565,841,056	2,277
			TOTAL CERTIFIED	\$699,258,123	\$2,814

* Based on total salary with extra pay in each activity group divided by the student membership.

EXPERIENCE LEVELS OF CERTIFIED STAFF
FOR ALL ACTIVITY CLASSIFICATION GROUPS
(Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2002-2003

ACTIVITY	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
CLASSIFICATIONS (18)								
SUPERINTENDENT	0.00	0.00	0.00	9.50	10.00	46.33	33.47	99.30
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	14.00	6.69	21.69
DIRECTOR	1.00	5.50	14.37	17.72	19.00	67.57	26.34	151.50
SUPERVISOR/COORDINATOR	3.30	5.35	11.72	17.86	10.15	61.13	10.96	120.47
PRINCIPAL-ELEMENTARY	1.33	2.00	24.59	41.95	52.63	125.91	45.13	293.54
PRINCIPAL-SECONDARY	1.25	5.75	15.79	29.29	41.75	97.88	33.01	224.72
ASSISTANT PRINCIPAL	0.00	8.75	49.94	38.64	26.71	58.91	17.50	200.45
TEACHER-ELEMENTARY	590.94	1,218.61	1,159.64	1,270.49	933.41	1,588.42	324.05	7,085.56
TEACHER-SECONDARY	634.04	1,219.58	1,267.61	1,072.27	826.13	1,367.10	379.86	6,766.59
EDUCATION MEDIA GENERALIST	2.61	12.27	16.38	38.32	24.67	57.78	23.17	175.20
COUNSELOR	43.94	104.99	90.46	81.45	90.08	137.75	39.82	588.49
PSYCHOLOGICAL EXAMINER	1.00	1.00	2.50	0.00	0.00	0.19	1.00	5.69
SCHOOL PSYCHOLOGIST	15.21	22.95	19.66	20.09	17.76	29.67	9.32	134.66
SPEECH/LANGUAGE PATHOLOGIST	26.14	31.78	36.69	24.30	33.23	40.14	7.54	199.82
AUDIOLOGIST	1.00	0.00	1.30	1.40	0.00	2.50	0.00	6.20
SCHOOL SOCIAL WORKER	6.00	15.14	7.00	11.00	6.00	9.00	1.00	55.14
SCHOOL NURSE	18.86	23.96	21.20	15.91	10.00	10.50	0.27	100.70
OCCUPATIONAL/PHYSICAL THERAPIST	4.71	7.00	5.43	3.85	4.05	2.00	0.00	27.04
TOTALS	1,351.33	2,684.63	2,744.28	2,694.04	2,106.57	3,716.78	959.13	16,256.76
GROUPS (4)								
DISTRICT ADMINISTRATION	4.30	10.85	26.09	45.08	40.15	189.03	77.46	392.96
SCHOOL ADMINISTRATION	2.58	16.50	90.32	109.88	121.09	282.70	95.64	718.71
STUDENT SERVICES	119.47	219.09	200.62	196.32	185.79	289.53	82.12	1,292.94
INSTRUCTIONAL SERVICES	1,224.98	2,438.19	2,427.25	2,342.76	1,759.54	2,955.52	703.91	13,852.15
TOTALS	1,351.33	2,684.63	2,744.28	2,694.04	2,106.57	3,716.78	959.13	16,256.76
PERCENTAGES	8.31%	16.52%	16.88%	16.57%	12.96%	22.86%	5.90%	100.00%

Experience includes the combined total experience in education for in-state, out-of-state, public, and non-public school service.

AGE LEVELS OF CERTIFIED STAFF
FOR ALL ACTIVITY CLASSIFICATION GROUPS
(Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2002-2003

ACTIVITY	21-25 YEARS (a)	26-30 YEARS (b)	31-35 YEARS (c)	36-40 YEARS (d)	41-45 YEARS (e)	46-50 YEARS (f)	51-55 YEARS (g)	56-60 YEARS (h)	Over 60 YEARS (i)	TOTAL STAFF (j)
CLASSIFICATIONS (18)										
SUPERINTENDENT	0.00	0.00	0.00	2.00	4.00	18.72	38.23	23.18	13.17	99.30
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	2.00	7.00	7.20	4.00	1.49	21.69
DIRECTOR	0.00	3.81	8.84	9.89	17.68	29.22	45.20	27.96	8.90	151.50
SUPERVISOR/COORDINATOR	0.87	1.17	6.07	7.39	12.93	29.16	44.29	13.45	5.14	120.47
PRINCIPAL-ELEMENTARY	0.00	1.33	21.48	23.25	38.39	71.14	88.96	41.49	7.50	293.54
PRINCIPAL-SECONDARY	0.00	2.25	13.59	20.80	36.06	51.73	62.48	26.18	11.63	224.72
ASSISTANT PRINCIPAL	0.00	9.25	31.02	35.06	26.77	26.50	49.20	17.65	5.00	200.45
TEACHER-ELEMENTARY	359.00	672.24	699.72	719.39	962.22	1,280.22	1,509.28	697.11	186.38	7,085.56
TEACHER-SECONDARY	253.01	727.21	868.24	744.39	886.93	1,104.30	1,396.27	628.83	157.41	6,766.59
EDUCATION MEDIA GENERALIST	0.14	4.55	1.02	8.32	14.38	27.11	57.10	45.96	16.62	175.20
COUNSELOR	7.00	49.98	53.30	59.52	80.47	114.61	140.07	64.18	19.36	588.49
PSYCHOLOGICAL EXAMINER	0.00	0.00	2.00	1.00	1.00	0.19	0.00	0.00	1.50	5.69
SCHOOL PSYCHOLOGIST	1.40	14.11	15.00	8.91	14.51	20.22	33.19	19.95	7.37	134.66
SPEECH/LANGUAGE PATHOLOGIST	8.81	12.73	23.62	21.81	35.77	46.08	39.76	8.75	2.49	199.82
AUDIOLOGIST	0.00	1.00	0.00	0.00	1.00	0.40	3.80	0.00	0.00	6.20
SCHOOL SOCIAL WORKER	0.00	2.14	8.00	6.50	13.00	9.00	10.00	4.50	2.00	55.14
SCHOOL NURSE	0.00	2.50	2.70	13.15	18.75	31.10	18.63	10.00	3.87	100.70
OCCUPATIONAL/PHYSICAL THERAPIST	0.15	2.00	5.50	5.19	7.49	2.28	3.43	1.00	0.00	27.04
TOTALS	630.38	1,506.27	1,760.10	1,686.57	2,173.35	2,868.98	3,547.09	1,634.19	449.83	16,256.76
ACTIVITY GROUPS (4)										
DISTRICT ADMINISTRATION	0.87	4.98	14.91	19.28	36.61	84.10	134.92	68.59	28.70	392.96
SCHOOL ADMINISTRATION	0.00	12.83	66.09	79.11	101.22	149.37	200.64	85.32	24.13	718.71
STUDENT SERVICES	17.50	89.01	111.14	124.40	186.37	250.99	305.98	154.34	53.21	1,292.94
INSTRUCTIONAL SERVICES	612.01	1,399.45	1,567.96	1,463.78	1,849.15	2,384.52	2,905.55	1,325.94	343.79	13,852.15
TOTALS	630.38	1,506.27	1,760.10	1,686.57	2,173.35	2,868.98	3,547.09	1,634.19	449.83	16,256.76
PERCENTAGES	3.88%	9.25%	10.83%	10.38%	13.37%	17.65%	21.82%	10.05%	2.77%	100.00%

NOTE: The median age group for all certified employees is 46-50 years.

EDUCATION LEVELS OF CERTIFIED STAFF
BY ACTIVITY AND GROUP CLASSIFICATION
(Numbers Based on FTE Employee Count)

***** STATEWIDE SUMMARY *****

2002-2003

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	OS * (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL (h)
CLASSIFICATIONS (18)								
SUPERINTENDENT	0.00	0.00	0.00	1.00	26.59	45.71	26.00	99.30
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	1.20	4.00	10.49	6.00	21.69
DIRECTOR	0.00	0.00	0.00	52.46	64.72	21.44	12.88	151.50
SUPERVISOR/COORDINATOR	0.00	1.58	0.00	41.99	56.33	14.57	6.00	120.47
PRINCIPAL-ELEMENTARY	0.00	0.00	0.00	49.74	189.38	48.80	5.62	293.54
PRINCIPAL-SECONDARY	0.00	0.00	0.00	36.94	146.22	31.86	9.70	224.72
ASSISTANT PRINCIPAL	0.00	0.00	0.00	45.53	134.42	17.00	3.50	200.45
TEACHER-ELEMENTARY	1.05	4.39	9.72	5,857.56	1,175.90	27.40	9.54	7,085.56
TEACHER-SECONDARY	7.16	47.63	17.11	5,253.24	1,382.69	23.36	35.40	6,766.59
EDUCATION MEDIA GENERALIST	0.00	0.00	0.00	115.97	55.75	1.74	1.74	175.20
COUNSELOR	0.00	1.00	0.00	167.71	386.55	27.03	6.20	588.49
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	1.00	1.69	3.00	0.00	5.69
SCHOOL PSYCHOLOGIST	0.00	0.00	0.75	8.50	52.21	58.51	14.69	134.66
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	0.00	41.15	154.67	0.00	4.00	199.82
AUDIOLOGIST	0.00	0.00	0.00	0.30	5.90	0.00	0.00	6.20
SCHOOL SOCIAL WORKER	0.00	0.00	2.00	17.14	36.00	0.00	0.00	55.14
SCHOOL NURSE	0.00	2.56	12.15	68.79	17.20	0.00	0.00	100.70
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	2.00	3.52	18.52	2.00	0.00	1.00	27.04
TOTALS	8.21	59.16	45.25	11,778.74	3,892.22	330.91	142.27	16,256.76
ACTIVITY GROUPS (4)								
DISTRICT ADMINISTRATION	0.00	1.58	0.00	96.65	151.64	92.21	50.88	392.96
SCHOOL ADMINISTRATION	0.00	0.00	0.00	132.21	470.02	97.66	18.82	718.71
STUDENT SERVICES	0.00	5.56	18.42	323.11	656.22	88.54	25.89	1,292.94
INSTRUCTIONAL SERVICES	8.21	52.02	26.83	11,226.77	2,614.34	52.50	46.68	13,852.15
TOTALS	8.21	59.16	45.25	11,778.74	3,892.22	330.91	142.27	16,256.76
PERCENTAGES	0.05%	0.36%	0.28%	72.45%	23.94%	2.04%	0.88%	100.00%

NOTE: Personnel holding less than a bachelor's degree are occupational specialists or those individuals with approved waivers

* For state funding purposes, instructional staff holding only the occupational specialist certificate are treated the same as if a bachelor's degree, allowing advancement on the experience and education multiplier table.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

BY ACTIVITY AND GROUP CLASSIFICATION (Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2002-2003

ACTIVITY	BOISE STATE (a)	IDAHO STATE (b)	UNIV. OF IDAHO (c)	ALBERTSON COLLEGE (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
CLASSIFICATIONS (18)								
SUPERINTENDENT	5.0	11.0	4.2	31.6	3.0	44.5	99.3	55.19%
ASSISTANT SUPERINTENDENT	0.0	3.0	1.0	9.0	1.0	7.7	21.7	64.52%
DIRECTOR	19.3	17.3	13.4	32.1	7.5	62.0	151.6	59.10%
SUPERVISOR/COORDINATOR	25.7	19.4	5.3	29.6	5.3	35.1	120.4	70.85%
PRINCIPAL-ELEMENTARY	16.3	58.9	18.8	78.3	20.3	100.9	293.5	65.62%
PRINCIPAL-SECONDARY	10.2	45.4	23.3	59.7	9.8	76.3	224.7	66.04%
ASSISTANT PRINCIPAL	20.3	35.5	16.2	57.0	14.0	57.5	200.5	71.32%
TEACHER-ELEMENTARY	1,382.1	1,186.6	164.2	919.4	647.2	2,786.1	7,085.6	60.68%
TEACHER-SECONDARY	1,064.7	1,190.6	142.8	1,112.8	416.7	2,839.0	6,766.6	58.05%
EDUCATION MEDIA GENERALIST	22.5	37.4	2.9	20.9	7.0	84.5	175.2	51.77%
COUNSELOR	55.7	97.9	85.0	91.6	50.1	208.2	588.5	64.62%
PSYCHOLOGICAL EXAMINER	0.0	1.2	0.0	2.0	0.0	2.5	5.7	56.14%
SCHOOL PSYCHOLOGIST	0.0	34.3	5.0	41.3	2.0	52.0	134.6	61.37%
SPEECH/LANGUAGE PATHOLOGIST	5.0	78.7	0.0	3.3	5.5	107.4	199.9	46.27%
AUDIOLOGIST	0.0	2.8	0.0	0.0	0.0	3.4	6.2	45.16%
SCHOOL SOCIAL WORKER	4.0	8.0	0.0	1.0	3.1	39.0	55.1	29.22%
SCHOOL NURSE	18.1	12.6	3.0	6.0	9.1	51.9	100.7	48.46%
OCCUPATIONAL/PHYSICAL THERAPIST	1.0	0.0	0.0	1.0	7.5	17.5	27.0	35.19%
TOTALS	2,649.9	2,840.6	485.1	2,496.6	1,209.1	6,575.5	16,256.8	59.56%
ACTIVITY GROUPS (4)								
DISTRICT ADMINISTRATION	50.0	50.7	23.9	102.3	16.8	149.3	393.0	62.01%
SCHOOL ADMINISTRATION	46.8	139.8	58.3	195.0	44.1	234.7	718.7	67.34%
STUDENT SERVICES	106.3	272.9	95.9	167.1	84.3	566.4	1,292.9	56.19%
INSTRUCTIONAL SERVICES	2,446.8	2,377.2	307.0	2,032.2	1,063.9	5,625.1	13,852.2	59.40%
TOTALS	2,649.9	2,840.6	485.1	2,496.6	1,209.1	6,575.5	16,256.8	59.56%
PERCENTAGES	16.30%	17.48%	2.98%	15.36%	7.44%	40.44%	100.00%	

ETHNIC AND GENDER CATEGORIES OF CERTIFIED STAFF
(Numbers Based on Actual Employee Count)

*****STATEWIDE SUMMARY*****

2002-2003

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		TOTAL	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)	MEN (k)	WOMEN (l)
CLASSIFICATIONS (18)												
SUPERINTENDENT	97	12	0	0	0	0	1	0	0	1	98	13
ASSISTANT SUPERINTENDENT	17	6	0	0	0	0	0	0	0	0	17	6
DIRECTOR	118	93	1	0	3	3	0	0	0	1	122	97
SUPERVISOR/COORDINATOR	65	87	0	0	2	1	0	0	0	0	67	88
PRINCIPAL-ELEMENTARY	181	133	0	0	3	3	0	0	1	0	185	136
PRINCIPAL-SECONDARY	188	57	0	0	1	0	1	1	1	1	191	59
ASSISTANT PRINCIPAL	127	77	3	0	3	0	3	0	0	0	136	77
TEACHER-ELEMENTARY	1,020	6,697	0	5	10	92	8	45	3	18	1,041	6,857
TEACHER-SECONDARY	3,321	4,203	5	2	31	36	18	15	8	8	3,383	4,264
EDUCATION MEDIA GENERALIST	35	172	0	0	0	1	1	2	0	0	36	175
COUNSELOR	185	446	1	0	3	2	1	2	2	0	192	450
PSYCHOLOGICAL EXAMINER	2	5	0	0	0	0	0	0	0	0	2	5
SCHOOL PSYCHOLOGIST	67	90	0	1	1	2	0	0	0	0	68	93
SPEECH/LANGUAGE PATHOLOGIST	10	217	0	0	0	2	0	3	0	0	10	222
AUDIOLOGIST	3	6	0	0	0	0	0	0	0	0	3	6
SCHOOL SOCIAL WORKER	22	34	0	0	1	0	0	0	0	1	23	35
SCHOOL NURSE	1	111	0	0	0	1	0	0	0	1	1	113
OCCUPATIONAL/PHYSICAL THERAPIST	6	27	0	0	0	0	0	1	0	0	6	28
TOTALS	5,465	12,473	10	8	58	143	33	69	15	31	5,581	12,724
ACTIVITY GROUPS (4)												
DISTRICT ADMINISTRATION	297	198	1	0	5	4	1	0	0	2	304	204
SCHOOL ADMINISTRATION	496	267	3	0	7	3	4	1	2	1	512	272
STUDENT SERVICES	331	1,108	1	1	5	8	2	8	2	2	341	1,127
INSTRUCTIONAL SERVICES	4,341	10,900	5	7	41	128	26	60	11	26	4,424	11,121
TOTALS	5,465	12,473	10	8	58	143	33	69	15	31	5,581	12,724
PERCENTAGES	29.85%	68.14%	0.06%	0.05%	0.32%	0.78%	0.18%	0.38%	0.08%	0.16%	30.49%	69.51%

CERTIFIED STAFF TURNOVER
BY SCHOOL DISTRICT MEMBERSHIP SIZE
(Numbers Based on Actual Employee Count)
2002-2003

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 OR MORE	784	48.1%	204	26.0%	580	74.0%
2,500-4,999	344	21.1%	104	30.2%	240	69.8%
1,000-2,499	295	18.1%	93	31.5%	202	68.5%
500-999	104	6.4%	40	38.5%	64	61.5%
1-499	103	6.3%	48	46.6%	55	53.4%

TOTALS	1,630	100.0%	489	30.0%	1,141	70.0%
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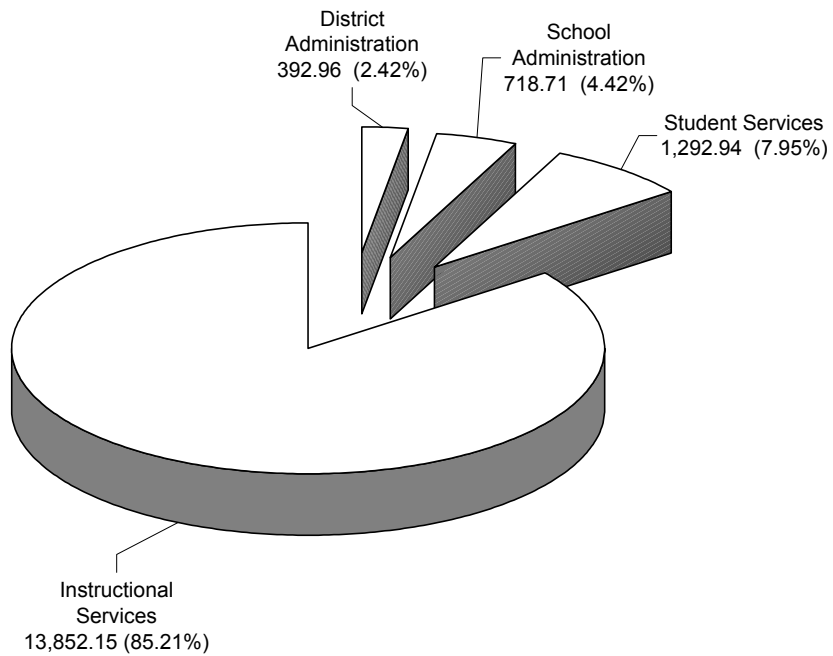
DISTRICT SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF-STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	52	3.2%	26	1.6%	59	3.6%	6	.4%	32	2.0%	93	5.7%	5	.3%
2,500-4,999	45	2.8%	54	3.3%	5	.3%	2	.1%	7	.4%	42	2.6%	5	.3%
1,000-2,499	53	3.3%	48	2.9%	17	1.0%	1	.1%	12	.7%	43	2.6%	3	.2%
500-999	19	1.2%	17	1.0%	5	.3%	1	.1%	2	.1%	17	1.0%	1	.1%
1-499	19	1.2%	17	1.0%	15	.9%	3	.2%	1	.1%	5	.3%	2	.1%

STATEWIDE	188	11.7%	162	9.8%	101	6.1%	13	.9%	54	3.3%	200	12.2%	16	1.0%
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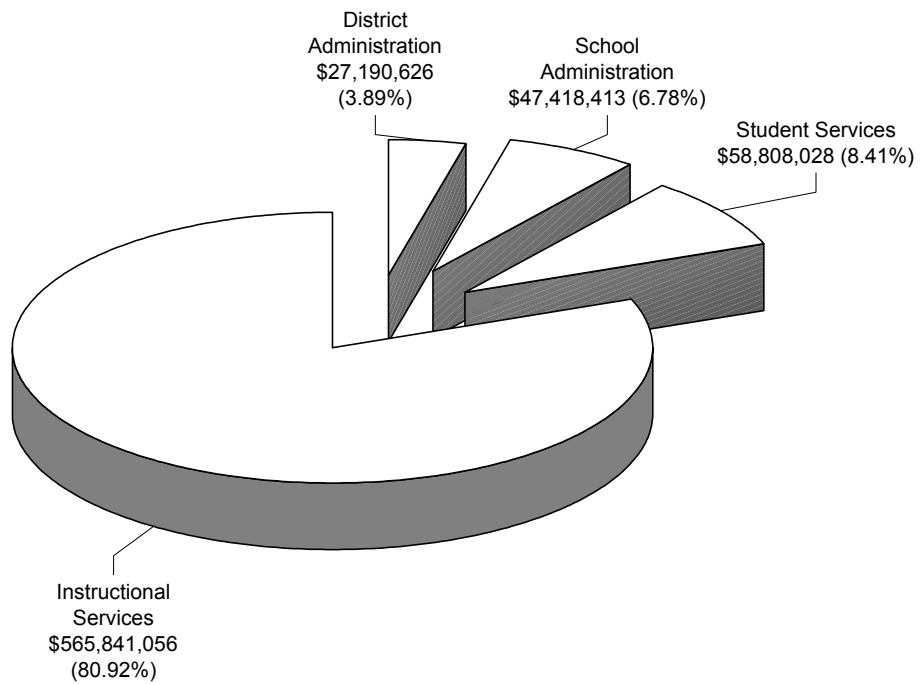
DISTRICT SIZE	STAFF REDUCTION		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		FAMILY LEAVE		CONTRACTED SERVICES		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	6	.4%	287	17.4%	21	1.3%	61	3.8%	17	1.0%	1	.1%	118	7.2%
2,500-4,999	11	.7%	73	4.5%	4	.2%	41	2.5%	0	.0%	0	.0%	55	3.4%
1,000-2,499	16	1.0%	29	1.8%	14	.9%	17	1.0%	0	.0%	0	.0%	42	2.6%
500-999	1	.1%	16	1.0%	9	.6%	0	.0%	2	.1%	0	.0%	14	.9%
1-499	4	.2%	19	1.2%	7	.4%	3	.2%	0	.0%	1	.1%	7	.4%

STATEWIDE	38	2.4%	424	25.9%	55	3.4%	122	7.5%	19	1.1%	2	.2%	236	14.5%
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CERTIFIED STAFF FTE 2002-2003



CERTIFIED STAFF SALARIES 2002-2003



NON-CERTIFIED

STAFF

TABLES

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

***** STATEWIDE SUMMARY *****

2002 - 2003

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	31	69	100	28.19	57.23	85.42
Clerk - Board Of Trustees	5	51	56	1.47	33.06	34.53
Office Clerical - District	15	431	446	13.23	359.23	372.46
Office Clerical - Building	9	1134	1143	6.07	795.47	801.54
Personnel Services	5	43	48	4.16	36.13	40.29
Custodian Supervisor	81	30	111	73.37	23.63	97.00
Janitor, Custodian	932	664	1596	822.25	525.87	1348.12
Child Nutrition - Supervisor	2	82	84	1.77	63.09	64.86
Child Nutrition - Manager	1	352	353	0.71	209.94	210.65
Child Nutrition - Cook	11	1029	1040	4.12	476.57	480.69
Child Nutrition - Other	46	527	573	21.61	196.08	217.69
Maintenance Worker	498	26	524	453.07	14.53	467.60
Instructional Assistant - Regular Ed	109	1950	2059	53.14	884.94	938.08
Instructional Assistant - Special Ed	135	2559	2694	76.59	1390.19	1466.78
Related Services, Special Ed	10	154	164	6.63	86.54	93.17
Library Assistant	4	486	490	2.21	282.61	284.82
Instructional Assistant - Title I	7	433	440	3.77	204.40	208.17
Instructional Assistant - LEP	7	47	54	3.33	23.58	26.91
Pupil Transportation Supervisor	66	12	78	50.95	8.12	59.07
Pupil Transportation Dispatcher/Secretary	6	46	52	3.74	30.45	34.19
Pupil Transportation - School Bus Mechanic	88	4	92	77.07	1.50	78.57
Pupil Transportation - School Bus Assistant	1	23	24	0.49	7.68	8.17
Pupil Transportation - School Bus Driver	517	923	1440	209.61	403.35	612.96
Pupil Transportation - School Bus Monitor	16	117	133	6.92	53.95	60.87
Pupil Transportation - School Bus Driver Trainer	4	10	14	2.61	4.09	6.70
Safe Environment Personnel	84	361	445	34.67	93.83	128.50
Athletic/Physical Education Assistant	385	315	700	40.45	33.38	73.83
Other Special Project Personnel	8	45	53	4.02	22.38	26.40
Data Processing Services	20	26	46	18.48	21.53	40.01
Computer Technology Technician	105	100	205	88.73	66.77	155.50
TOTALS	3,208	12,049	15,257	2,113.43	6,410.12	8,523.55

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$29.38	\$19.82	\$22.78	\$55,656	\$34,108	\$40,788	\$4,078,778
Clerk - Board Of Trustees	20.64	16.46	16.84	10,075	21,793	20,747	1,161,822
Office Clerical - District	16.84	13.62	13.73	29,430	23,798	23,987	10,698,205
Office Clerical - Building	12.67	11.62	11.62	19,504	17,001	17,021	19,454,644
Personnel Services	29.42	17.63	19.68	53,580	27,175	32,748	1,592,802
Custodian Supervisor	14.42	11.08	13.52	26,922	20,071	25,070	2,782,759
Janitor, Custodian	10.62	9.92	10.33	19,773	16,383	18,362	29,305,986
Child Nutrition - Supervisor	20.82	15.33	15.46	39,591	25,014	25,361	2,130,354
Child Nutrition - Manager	10.90	11.14	11.14	16,132	13,776	13,782	4,865,171
Child Nutrition - Cook	7.25	8.76	8.74	5,667	8,610	8,579	8,921,666
Child Nutrition - Other	9.53	9.05	9.09	9,917	7,423	7,623	4,368,056
Maintenance Worker	15.65	10.60	15.44	29,791	11,577	29,020	14,475,078
Instructional Assistant - Regular Ed	10.01	9.44	9.47	10,112	8,860	8,926	18,379,415
Instructional Assistant - Special Ed	9.51	9.54	9.54	11,320	10,744	10,773	29,021,887
Related Services, Special Ed	17.86	12.49	12.79	24,864	14,653	15,248	2,420,407
Library Assistant	9.60	10.00	10.00	11,443	12,227	12,221	5,988,163
Instructional Assistant - Title I	8.26	9.45	9.43	9,434	9,370	9,371	4,123,372
Instructional Assistant - LEP	9.69	11.02	10.85	9,800	11,729	11,478	619,837
Pupil Transportation Supervisor	19.36	19.86	19.44	31,331	31,457	31,350	2,445,330
Pupil Transportation Dispatcher/Secretary	13.68	12.47	12.61	19,918	17,568	17,839	927,614
Pupil Transportation - School Bus Mechanic	15.28	12.85	15.18	27,582	10,919	26,858	2,470,918
Pupil Transportation - School Bus Assistant	9.37	8.44	8.48	9,482	5,902	6,051	145,222
Pupil Transportation - School Bus Driver	12.71	12.85	12.80	10,144	11,258	10,858	15,635,018
Pupil Transportation - School Bus Monitor	8.11	9.05	8.93	7,414	8,753	8,592	1,142,744
Pupil Transportation - School Bus Driver Trainer	14.10	10.14	11.27	19,457	9,442	12,303	172,243
Safe Environment Personnel	11.55	9.71	10.06	10,912	5,680	6,668	2,967,068
Athletic/Physical Education Assistant	11.05	10.73	10.91	2,267	2,202	2,237	1,566,182
Other Special Project Personnel	14.41	14.93	16.89	15,890	15,722	17,488	902,764
Data Processing Services	22.03	19.37	20.52	42,651	35,893	38,832	1,786,250
Computer Technology Technician	17.88	13.40	15.70	32,114	19,244	25,836	5,296,370
AVERAGES / TOTALS	\$12.61	\$10.44	\$10.90	\$17,874	\$11,827	\$13,099	\$199,846,125

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (10 DISTRICTS)**

2002 - 2003

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	11	10	21	10.78	8.03	18.81
Clerk - Board Of Trustees	0	4	4	0.00	3.53	3.53
Office Clerical - District	12	216	228	10.85	188.17	199.02
Office Clerical - Building	4	493	497	3.08	350.08	353.16
Personnel Services	5	27	32	4.16	23.56	27.72
Custodian Supervisor	22	2	24	21.76	2.00	23.76
Janitor, Custodian	500	205	705	466.49	191.55	658.04
Child Nutrition - Supervisor	1	13	14	1.00	11.59	12.59
Child Nutrition - Manager	0	172	172	0.00	103.10	103.10
Child Nutrition - Cook	7	441	448	2.78	202.22	205.00
Child Nutrition - Other	20	262	282	11.12	105.39	116.51
Maintenance Worker	237	9	246	230.66	8.10	238.76
Instructional Assistant - Regular Ed	46	754	800	25.04	339.30	364.34
Instructional Assistant - Special Ed	83	1267	1350	49.57	711.06	760.63
Related Services, Special Ed	6	63	69	3.88	35.85	39.73
Library Assistant	2	227	229	1.39	140.57	141.96
Instructional Assistant - Title I	4	133	137	2.50	64.25	66.75
Instructional Assistant - LEP	4	16	20	1.89	7.63	9.52
Pupil Transportation Supervisor	5	5	10	4.69	4.73	9.42
Pupil Transportation Dispatcher/Secretary	5	12	17	2.74	10.91	13.65
Pupil Transportation - School Bus Mechanic	22	0	22	21.94	0.00	21.94
Pupil Transportation - School Bus Assistant	0	4	4	0.00	1.99	1.99
Pupil Transportation - School Bus Driver	164	256	420	87.97	145.35	233.32
Pupil Transportation - School Bus Monitor	10	63	73	5.10	35.64	40.74
Pupil Transportation - School Bus Driver Trainer	1	1	2	0.88	1.00	1.88
Safe Environment Personnel	51	280	331	19.94	69.44	89.38
Athletic/Physical Education Assistant	94	75	169	9.70	6.76	16.46
Other Special Project Personnel	3	27	30	2.55	16.17	18.72
Data Processing Services	16	21	37	15.21	19.13	34.34
Computer Technology Technician	43	61	104	39.97	41.26	81.23
TOTALS	1,378	5,119	6,497	1,057.64	2,848.36	3,906.00

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$33.52	\$25.15	\$29.53	\$68,250	\$42,129	\$55,812	\$1,172,042
Clerk - Board Of Trustees	0.00	25.48	25.48	0	44,314	44,314	177,256
Office Clerical - District	14.60	13.87	13.91	27,553	25,277	25,397	5,790,575
Office Clerical - Building	16.65	11.91	11.94	28,680	17,846	17,934	8,912,995
Personnel Services	29.42	19.39	21.24	53,580	32,703	37,447	1,127,799
Custodian Supervisor	15.73	16.72	15.82	32,278	34,778	32,486	779,666
Janitor, Custodian	10.87	10.14	10.65	21,470	19,869	21,005	14,808,288
Child Nutrition - Supervisor	26.16	21.95	22.25	54,413	40,626	41,611	582,549
Child Nutrition - Manager	0.00	11.45	11.45	0	14,200	14,200	2,442,325
Child Nutrition - Cook	7.67	8.93	8.91	6,388	8,641	8,606	3,855,309
Child Nutrition - Other	9.89	9.80	9.81	12,063	8,893	9,118	2,571,326
Maintenance Worker	18.10	8.11	18.04	36,324	15,908	36,154	7,757,871
Instructional Assistant - Regular Ed	9.48	9.51	9.51	10,832	9,019	9,123	7,298,347
Instructional Assistant - Special Ed	9.86	9.97	9.96	12,310	11,558	11,604	15,665,577
Related Services, Special Ed	13.37	13.88	13.92	17,756	16,339	16,552	1,189,216
Library Assistant	10.60	10.38	10.38	15,243	13,429	13,445	3,078,856
Instructional Assistant - Title I	8.72	9.65	9.62	11,474	9,745	9,795	1,341,974
Instructional Assistant - LEP	10.97	11.98	11.77	10,873	12,203	11,937	238,748
Pupil Transportation Supervisor	26.22	26.85	26.53	50,560	51,457	51,009	510,086
Pupil Transportation Dispatcher/Secretary	13.64	13.69	13.67	18,123	25,844	23,573	400,743
Pupil Transportation - School Bus Mechanic	15.61	0.00	15.61	32,391	0	32,391	712,603
Pupil Transportation - School Bus Assistant	0.00	9.83	9.83	0	10,236	10,236	40,944
Pupil Transportation - School Bus Driver	11.64	12.28	12.03	12,990	14,570	13,953	5,860,215
Pupil Transportation - School Bus Monitor	8.39	9.24	9.12	8,933	10,885	10,618	775,091
Pupil Transportation - School Bus Driver Trainer	17.20	12.98	15.09	31,648	26,998	29,323	58,646
Safe Environment Personnel	10.84	9.48	9.69	9,637	5,305	5,972	1,976,886
Athletic/Physical Education Assistant	11.71	12.02	11.85	2,458	2,154	2,323	392,624
Other Special Project Personnel	16.84	12.92	15.70	27,559	18,401	21,073	655,902
Data Processing Services	22.45	20.96	21.60	44,536	40,250	42,103	1,557,823
Computer Technology Technician	19.27	13.29	15.76	37,845	19,589	27,137	2,822,260
AVERAGES / TOTALS	\$12.66	\$10.64	\$11.07	\$21,084	\$12,796	\$14,554	\$94,554,542

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (15 DISTRICTS)
2002 - 2003

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	9	6	15	8.78	4.96	13.74
Clerk - Board Of Trustees	1	7	8	0.98	6.44	7.42
Office Clerical - District	0	92	92	0.00	81.32	81.32
Office Clerical - Building	3	274	277	2.14	196.93	199.07
Personnel Services	0	13	13	0.00	11.39	11.39
Custodian Supervisor	18	9	27	18.00	9.00	27.00
Janitor, Custodian	210	159	369	178.81	131.68	310.49
Child Nutrition - Supervisor	0	11	11	0.00	9.87	9.87
Child Nutrition - Manager	0	89	89	0.00	53.04	53.04
Child Nutrition - Cook	1	236	237	0.13	110.30	110.43
Child Nutrition - Other	18	140	158	8.03	54.80	62.83
Maintenance Worker	101	1	102	95.85	1.00	96.85
Instructional Assistant - Regular Ed	37	510	547	16.62	228.37	244.99
Instructional Assistant - Special Ed	21	538	559	11.34	288.24	299.58
Related Services, Special Ed	4	53	57	2.75	31.07	33.82
Library Assistant	1	122	123	0.17	66.45	66.62
Instructional Assistant - Title I	2	137	139	0.71	61.20	61.91
Instructional Assistant - LEP	1	16	17	0.66	9.47	10.13
Pupil Transportation Supervisor	9	2	11	9.00	2.00	11.00
Pupil Transportation Dispatcher/Secretary	1	14	15	1.00	11.58	12.58
Pupil Transportation - School Bus Mechanic	24	1	25	23.60	0.17	23.77
Pupil Transportation - School Bus Assistant	0	7	7	0.00	2.95	2.95
Pupil Transportation - School Bus Driver	120	259	379	46.64	112.26	158.90
Pupil Transportation - School Bus Monitor	4	24	28	1.21	11.26	12.47
Pupil Transportation - School Bus Driver Trainer	2	4	6	1.56	1.82	3.38
Safe Environment Personnel	14	16	30	7.70	7.84	15.54
Athletic/Physical Education Assistant	63	45	108	6.85	5.85	12.70
Other Special Project Personnel	2	2	4	1.26	1.11	2.37
Data Processing Services	2	1	3	1.87	0.94	2.81
Computer Technology Technician	25	15	40	23.18	10.44	33.62
TOTALS	693	2,803	3,496	468.84	1,523.75	1,992.59

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$35.66	\$24.44	\$31.17	\$72,326	\$41,909	\$60,159	\$902,387
Clerk - Board Of Trustees	12.55	17.08	16.51	25,602	31,464	30,732	245,853
Office Clerical - District	0.00	14.12	14.12	0	25,721	25,721	2,366,329
Office Clerical - Building	10.07	11.66	11.64	14,962	17,536	17,508	4,849,705
Personnel Services	0.00	17.18	17.18	0	26,110	26,110	442,478
Custodian Supervisor	12.94	12.64	12.84	26,905	26,289	26,700	720,889
Janitor, Custodian	10.39	10.51	10.44	18,415	17,703	18,108	6,681,932
Child Nutrition - Supervisor	0.00	19.50	19.50	0	36,067	36,067	396,742
Child Nutrition - Manager	0.00	10.99	10.99	0	13,821	13,821	1,230,074
Child Nutrition - Cook	7.54	8.90	8.89	2,036	8,850	8,821	2,090,610
Child Nutrition - Other	8.61	8.34	8.37	9,158	6,966	7,215	1,140,025
Maintenance Worker	15.26	2.77	15.23	30,759	5,762	30,710	2,846,164
Instructional Assistant - Regular Ed	9.97	9.68	9.70	9,498	9,026	9,058	4,954,841
Instructional Assistant - Special Ed	9.45	9.57	9.57	10,882	10,694	10,701	5,981,678
Related Services, Special Ed	10.61	12.04	12.49	15,185	14,031	14,758	826,709
Library Assistant	8.00	10.17	10.15	2,880	11,755	11,683	1,436,975
Instructional Assistant - Title I	7.87	9.32	9.30	5,897	8,753	8,711	1,210,889
Instructional Assistant - LEP	8.62	11.74	11.56	11,766	14,703	14,530	247,017
Pupil Transportation Supervisor	21.05	19.46	20.76	43,789	40,477	43,186	475,051
Pupil Transportation Dispatcher/Secretary	13.89	12.61	12.70	28,891	21,477	21,971	329,571
Pupil Transportation - School Bus Mechanic	15.36	12.50	15.24	31,451	4,500	30,373	759,334
Pupil Transportation - School Bus Assistant	0.00	7.96	7.96	0	6,947	6,947	48,627
Pupil Transportation - School Bus Driver	12.36	12.74	12.62	9,477	11,197	10,652	4,037,287
Pupil Transportation - School Bus Monitor	8.22	9.52	9.33	5,308	9,070	8,533	238,922
Pupil Transportation - School Bus Driver Trainer	12.92	11.11	11.71	20,689	10,667	14,007	84,043
Safe Environment Personnel	16.16	11.58	13.72	17,848	12,788	15,149	454,470
Athletic/Physical Education Assistant	11.02	10.16	10.66	2,319	2,675	2,467	266,456
Other Special Project Personnel	9.05	14.18	23.23	7,901	16,381	24,282	96,547
Data Processing Services	22.53	31.10	25.39	44,016	60,956	49,663	148,988
Computer Technology Technician	17.84	14.14	16.45	34,467	19,590	28,888	1,155,513
AVERAGES / TOTALS	\$12.45	\$10.49	\$10.88	\$18,135	\$12,165	\$13,348	\$46,666,106

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (29 DISTRICTS)
2002 - 2003

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	5	21	26	4.28	18.94	23.22
Clerk - Board Of Trustees	2	10	12	0.34	5.47	5.81
Office Clerical - District	3	70	73	2.38	50.34	52.72
Office Clerical - Building	1	226	227	0.27	156.86	157.13
Personnel Services	0	0	0	0.00	0.00	0.00
Custodian Supervisor	22	17	39	20.01	10.63	30.64
Janitor, Custodian	146	168	314	118.09	117.00	235.09
Child Nutrition - Supervisor	1	24	25	0.77	18.21	18.98
Child Nutrition - Manager	1	71	72	0.71	41.32	42.03
Child Nutrition - Cook	3	203	206	1.21	94.69	95.90
Child Nutrition - Other	6	83	89	2.39	24.66	27.05
Maintenance Worker	89	6	95	72.73	1.98	74.71
Instructional Assistant - Regular Ed	18	407	425	9.04	193.09	202.13
Instructional Assistant - Special Ed	17	475	492	8.72	251.52	260.24
Related Services, Special Ed	0	23	23	0.00	12.41	12.41
Library Assistant	0	76	76	0.00	43.32	43.32
Instructional Assistant - Title I	0	112	112	0.00	58.68	58.68
Instructional Assistant - LEP	1	9	10	0.52	3.50	4.02
Pupil Transportation Supervisor	18	1	19	15.33	0.37	15.70
Pupil Transportation Dispatcher/Secretary	0	12	12	0.00	5.93	5.93
Pupil Transportation - School Bus Mechanic	25	1	26	21.81	1.00	22.81
Pupil Transportation - School Bus Assistant	1	9	10	0.49	2.41	2.90
Pupil Transportation - School Bus Driver	127	232	359	45.05	89.39	134.44
Pupil Transportation - School Bus Monitor	1	18	19	0.27	5.16	5.43
Pupil Transportation - School Bus Driver Trainer	0	3	3	0.00	0.52	0.52
Safe Environment Personnel	12	26	38	3.81	6.28	10.09
Athletic/Physical Education Assistant	122	103	225	12.70	11.88	24.58
Other Special Project Personnel	2	9	11	0.12	2.66	2.78
Data Processing Services	1	0	1	0.77	0.00	0.77
Computer Technology Technician	25	16	41	19.11	10.18	29.29
TOTALS	649	2,431	3,080	360.92	1,238.40	1,599.32

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$20.78	\$19.54	\$20.11	\$43,229	\$36,945	\$36,352	\$945,153
Clerk - Board Of Trustees	21.40	17.30	17.98	8,329	18,326	16,660	199,921
Office Clerical - District	25.82	12.71	13.24	36,936	19,750	20,456	1,493,303
Office Clerical - Building	7.63	11.24	11.22	4,235	15,910	15,858	3,599,825
Personnel Services	0.00	0.00	0.00	0	0	0	0
Custodian Supervisor	14.77	9.51	12.47	26,623	14,510	21,343	832,363
Janitor, Custodian	10.12	9.37	9.72	17,384	13,640	15,381	4,829,639
Child Nutrition - Supervisor	15.48	14.05	14.10	24,768	22,095	22,202	555,042
Child Nutrition - Manager	10.90	10.44	10.45	16,132	12,638	12,686	913,406
Child Nutrition - Cook	6.17	8.39	8.36	5,194	8,343	8,297	1,709,176
Child Nutrition - Other	10.56	8.35	8.50	8,079	5,095	5,296	471,332
Maintenance Worker	14.49	6.50	14.34	25,517	3,827	24,707	2,219,290
Instructional Assistant - Regular Ed	12.06	9.13	9.25	11,617	8,831	8,949	3,803,208
Instructional Assistant - Special Ed	8.08	8.73	8.70	8,542	9,574	9,539	4,692,987
Related Services, Special Ed	0.00	10.68	10.68	0	11,322	11,322	265,463
Library Assistant	0.00	9.19	9.19	0	11,058	11,058	840,407
Instructional Assistant - Title I	0.00	9.85	9.85	0	10,762	10,762	1,205,398
Instructional Assistant - LEP	9.35	9.51	9.49	10,098	7,450	7,715	77,145
Pupil Transportation Supervisor	20.32	14.00	19.99	34,325	10,640	33,078	628,485
Pupil Transportation Dispatcher/Secretary	0.00	10.90	10.90	0	12,207	12,207	146,484
Pupil Transportation - School Bus Mechanic	15.49	14.59	15.45	27,406	30,347	27,519	715,495
Pupil Transportation - School Bus Assistant	9.37	8.04	8.18	9,482	4,405	4,913	49,127
Pupil Transportation - School Bus Driver	13.09	13.15	13.13	9,237	9,902	9,667	3,470,391
Pupil Transportation - School Bus Monitor	6.55	8.21	8.12	3,635	4,924	4,856	92,271
Pupil Transportation - School Bus Driver Trainer	0.00	8.78	8.78	0	3,121	3,121	9,363
Safe Environment Personnel	9.93	9.49	9.63	8,390	5,343	6,305	239,594
Athletic/Physical Education Assistant	11.19	11.18	11.19	2,217	2,368	2,286	514,289
Other Special Project Personnel	4.42	16.31	15.90	552	10,312	9,614	100,725
Data Processing Services	17.53	0.00	17.53	28,048	0	28,048	28,048
Computer Technology Technician	15.45	12.96	14.48	26,080	17,868	22,875	937,891
AVERAGES / TOTALS	\$12.51	\$10.07	\$10.59	\$14,823	\$10,681	\$11,554	\$35,585,221

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)
2002 - 2003

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	4	14	18	3.17	11.16	14.33
Clerk - Board Of Trustees	1	12	13	0.04	5.15	5.19
Office Clerical - District	0	28	28	0.00	23.00	23.00
Office Clerical - Building	1	86	87	0.58	57.08	57.66
Personnel Services	0	0	0	0.00	0.00	0.00
Custodian Supervisor	7	0	7	5.40	0.00	5.40
Janitor, Custodian	45	75	120	35.09	48.85	83.94
Child Nutrition - Supervisor	0	16	16	0.00	10.87	10.87
Child Nutrition - Manager	0	8	8	0.00	4.79	4.79
Child Nutrition - Cook	0	102	102	0.00	47.62	47.62
Child Nutrition - Other	0	21	21	0.00	5.59	5.59
Maintenance Worker	44	5	49	35.23	2.01	37.24
Instructional Assistant - Regular Ed	4	171	175	1.63	79.46	81.09
Instructional Assistant - Special Ed	9	186	195	4.63	91.93	96.56
Related Services, Special Ed	0	4	4	0.00	2.61	2.61
Library Assistant	0	34	34	0.00	19.04	19.04
Instructional Assistant - Title I	1	26	27	0.56	11.63	12.19
Instructional Assistant - LEP	1	2	3	0.26	1.20	1.46
Pupil Transportation Supervisor	19	0	19	14.00	0.00	14.00
Pupil Transportation Dispatcher/Secretary	0	3	3	0.00	1.40	1.40
Pupil Transportation - School Bus Mechanic	8	1	9	6.61	0.04	6.65
Pupil Transportation - School Bus Assistant	0	1	1	0.00	0.05	0.05
Pupil Transportation - School Bus Driver	54	112	166	16.22	35.37	51.59
Pupil Transportation - School Bus Monitor	0	8	8	0.00	1.80	1.80
Pupil Transportation - School Bus Driver Trainer	0	1	1	0.00	0.09	0.09
Safe Environment Personnel	3	28	31	1.25	6.63	7.88
Athletic/Physical Education Assistant	60	51	111	6.74	5.00	11.74
Other Special Project Personnel	1	7	8	0.09	2.44	2.53
Data Processing Services	0	2	2	0.00	1.27	1.27
Computer Technology Technician	5	2	7	2.59	1.16	3.75
TOTALS	267	1,006	1,273	134.09	477.24	611.33

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$19.18	\$18.66	\$18.78	\$28,519	\$30,078	\$29,732	\$535,170
Clerk - Board Of Trustees	20.00	17.41	17.61	1,600	14,870	13,849	180,040
Office Clerical - District	0.00	13.49	13.49	0	22,643	22,643	633,997
Office Clerical - Building	9.62	11.27	11.25	11,698	15,504	15,460	1,345,010
Personnel Services	0.00	15.10	15.10	0	7,088	7,088	14,175
Custodian Supervisor	14.92	0.00	14.92	23,989	0	23,989	167,923
Janitor, Custodian	10.91	9.85	10.25	17,526	12,737	14,533	1,743,931
Child Nutrition - Supervisor	0.00	13.07	13.07	0	18,215	18,215	291,443
Child Nutrition - Manager	0.00	11.32	11.32	0	14,436	14,436	115,485
Child Nutrition - Cook	0.00	8.46	8.46	0	8,525	8,525	869,553
Child Nutrition - Other	0.00	8.76	8.76	0	4,671	4,671	98,096
Maintenance Worker	13.80	5.17	13.16	23,734	4,140	20,984	1,067,005
Instructional Assistant - Regular Ed	8.94	9.27	9.26	7,757	8,591	8,572	1,500,054
Instructional Assistant - Special Ed	8.97	8.95	8.95	9,638	9,203	9,223	1,798,454
Related Services, Special Ed	0.00	10.42	10.42	0	13,704	13,704	52,691
Library Assistant	0.00	9.53	9.53	0	11,276	11,276	383,371
Instructional Assistant - Title I	7.23	8.54	8.49	8,351	8,014	8,026	216,704
Instructional Assistant - LEP	6.00	9.74	8.49	3,240	11,990	9,073	27,219
Pupil Transportation Supervisor	17.66	0.00	17.66	27,250	0	27,250	517,741
Pupil Transportation Dispatcher/Secretary	0.00	9.80	9.80	0	9,794	9,794	29,382
Pupil Transportation - School Bus Mechanic	14.04	11.36	13.74	24,108	909	21,530	193,770
Pupil Transportation - School Bus Assistant	0.00	5.15	5.15	0	541	541	541
Pupil Transportation - School Bus Driver	15.32	13.48	14.08	8,169	8,203	8,192	1,359,845
Pupil Transportation - School Bus Monitor	0.00	8.07	8.07	0	3,778	3,778	30,226
Pupil Transportation - School Bus Driver Trainer	0.00	7.50	7.50	0	1,350	1,350	1,350
Safe Environment Personnel	10.51	10.29	10.31	9,058	5,066	5,452	169,012
Athletic/Physical Education Assistant	10.28	9.66	10.00	2,272	1,844	2,075	230,341
Other Special Project Personnel	3.26	9.37	9.11	586	8,329	7,959	49,590
Data Processing Services	0.00	9.18	9.18	0	12,089	12,089	24,178
Computer Technology Technician	17.07	14.11	16.22	17,514	17,819	17,601	123,209
AVERAGES / TOTALS	\$13.04	\$10.27	\$10.85	\$13,672	\$10,039	\$10,800	\$13,769,506

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (38 DISTRICTS)
2002 - 2003**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	2	18	20	1.18	14.14	15.32
Clerk - Board Of Trustees	1	18	19	0.11	12.47	12.58
Office Clerical - District	0	25	25	0.00	16.40	16.40
Office Clerical - Building	0	55	55	0.00	34.52	34.52
Personnel Services	0	0	0	0.00	0.00	0.00
Custodian Supervisor	12	2	14	8.20	2.00	10.20
Janitor, Custodian	31	57	88	23.77	36.79	60.56
Child Nutrition - Supervisor	0	18	18	0.00	12.55	12.55
Child Nutrition - Manager	0	12	12	0.00	7.69	7.69
Child Nutrition - Cook	0	47	47	0.00	21.74	21.74
Child Nutrition - Other	2	21	23	0.07	5.64	5.71
Maintenance Worker	27	5	32	18.60	1.44	20.04
Instructional Assistant - Regular Ed	4	108	112	0.81	44.72	45.53
Instructional Assistant - Special Ed	5	93	98	2.33	47.44	49.77
Related Services, Special Ed	0	11	11	0.00	4.60	4.60
Library Assistant	1	27	28	0.65	13.23	13.88
Instructional Assistant - Title I	0	25	25	0.00	8.64	8.64
Instructional Assistant - LEP	0	4	4	0.00	1.78	1.78
Pupil Transportation Supervisor	15	4	19	7.93	1.02	8.95
Pupil Transportation Dispatcher/Secretary	0	5	5	0.00	0.63	0.63
Pupil Transportation - School Bus Mechanic	9	1	10	3.11	0.29	3.40
Pupil Transportation - School Bus Assistant	0	2	2	0.00	0.28	0.28
Pupil Transportation - School Bus Driver	52	64	116	13.73	20.98	34.71
Pupil Transportation - School Bus Monitor	1	4	5	0.34	0.09	0.43
Pupil Transportation - School Bus Driver Trainer	1	1	2	0.17	0.66	0.83
Safe Environment Personnel	4	11	15	1.97	3.64	5.61
Athletic/Physical Education Assistant	46	41	87	4.46	3.89	8.35
Other Special Project Personnel	0	0	0	0.00	0.00	0.00
Data Processing Services	1	2	3	0.63	0.19	0.82
Computer Technology Technician	7	6	13	3.88	3.73	7.61
TOTALS	221	687	908	91.94	321.19	413.13

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$15.87	\$16.53	\$16.47	\$20,140	\$26,875	\$26,201	\$524,026
Clerk - Board Of Trustees	27.85	13.13	13.90	6,517	19,569	18,882	358,752
Office Clerical - District	0.00	12.40	12.40	0	16,560	16,560	414,001
Office Clerical - Building	0.00	10.89	10.89	0	13,584	13,584	747,109
Personnel Services	0.00	8.35	8.35	0	8,350	8,350	8,350
Custodian Supervisor	13.30	11.85	13.09	19,385	24,648	20,137	281,918
Janitor, Custodian	10.00	9.26	9.52	16,092	13,041	14,116	1,242,196
Child Nutrition - Supervisor	0.00	11.72	11.72	0	16,921	16,921	304,578
Child Nutrition - Manager	0.00	11.72	11.72	0	13,657	13,657	163,881
Child Nutrition - Cook	0.00	8.70	8.70	0	8,447	8,447	397,018
Child Nutrition - Other	11.06	7.49	7.80	797	4,080	3,795	87,277
Maintenance Worker	11.37	9.76	11.42	15,782	5,122	13,529	584,748
Instructional Assistant - Regular Ed	8.37	9.35	9.31	3,094	7,505	7,348	822,965
Instructional Assistant - Special Ed	9.61	8.78	8.82	9,197	9,002	9,012	883,191
Related Services, Special Ed	0.00	9.68	9.68	0	10,052	10,052	86,328
Library Assistant	9.19	8.87	8.88	12,407	8,746	8,877	248,554
Instructional Assistant - Title I	0.00	8.31	8.31	0	5,936	5,936	148,407
Instructional Assistant - LEP	0.00	8.36	8.36	0	7,427	7,427	29,708
Pupil Transportation Supervisor	17.06	12.80	16.16	19,024	7,150	16,525	313,967
Pupil Transportation Dispatcher/Secretary	0.00	14.53	14.53	0	4,287	4,287	21,434
Pupil Transportation - School Bus Mechanic	14.83	12.94	14.64	9,089	7,919	8,972	89,716
Pupil Transportation - School Bus Assistant	0.00	10.81	10.81	0	2,992	2,992	5,983
Pupil Transportation - School Bus Driver	13.22	13.34	13.29	6,971	8,512	7,821	907,280
Pupil Transportation - School Bus Monitor	6.33	8.90	8.38	4,431	451	1,247	6,234
Pupil Transportation - School Bus Driver Trainer	13.34	10.17	11.76	4,802	14,039	9,421	18,841
Safe Environment Personnel	10.24	11.82	11.39	11,848	7,247	8,474	127,106
Athletic/Physical Education Assistant	10.35	9.19	9.81	1,931	1,796	1,867	162,472
Other Special Project Personnel	0.00	0.00	0.00	0	0	0	0
Data Processing Services	18.75	6.99	10.91	24,375	1,419	9,071	27,213
Computer Technology Technician	18.85	13.63	16.44	20,481	19,022	19,807	257,497
AVERAGES / TOTALS	\$12.64	\$10.23	\$10.81	\$11,084	\$9,915	\$10,199	\$9,270,750

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of non-certified personnel

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